Scott. II-27—100,000—21-5-53.

Finance. (1948) Department.

SERIES.

G.O. No. 1077 FIN

Dated 23-11-48.

[Despatch Abstract.]

Legislative Council Resolution No.3 Appointment of a Non-Official Commission for revision of pay Etc., Papers - Recorded.

SECRETARIAT OF THE MADRAS LEGISLATURE.

(Council Section)

23--9--1948.

RESOLUTION:

SRI SURYANARAYANA RAO, M.L.C.,

FINANCE DEPARTMENT.

R.3.

This Council recommends to the Government that a committee on the lines of the Central Pay Commission be appointed to enquire into and report on the conditions of service of all categories of servants employed under the Provincial Government including those paid out of contingencies, their scales of pay and standards of remuneration with the object of achieving rationalisation, simplification and uniformity, the classification of posts under different categories in various departments, their leave rules and other cognate matters".

With reference to the Resolution in the C.F., it is ubmitted that this Government constituted a Cabinet Salaries ommittee early in September 1946 with the following members:-

The Hon Sri K.R.Karanth. — Chairmen
" Daniel Thomas
" M.Baktavatasalam — Members.

The Committee was entrusted with the task of making ts recommendations on the following subjects:-

(a) The pay conditions of the various Government servants under the Madras Government's rule making powers;

(b) The pay conditions of the servants of municipal councils and local boards;

(c) The pay conditions of the teachers in aided schools

(d) The subsidies paid by the Government to Aided Rural Medical Practitioners

(e) the conditions of the service of Government Municipal and local board servants, other than conditions relating to pay, e.g., conditions relating to leave, provident Fund, pensions and housing.

This Committee went into the whole question of pay of Public Services, including work charged and contingent establishment and other conditions of service.

It held 23 meetings and discussed the various points relating to the subjects under enquiry with the Chief Secretary and the Additional Chief Secretary, The Finance Secretary, certain Heads of Departments, a few non-officials connected with business firms and the representatives of some service associations. It obtained the views of all the Heads of departments and a few service associations in the form of replies to a questionnaire issued by it. The Chairman visited the Government Press, the Central Survey Office and the Government Public works Department workshops (the last in the company of the Minister in charge of the Public Works Department) and discussed the conditions of service of the workers of these establishments,

with

with the officers in charge of them. Whereever necessary the Finance Department was consulted.

After a consideration of all relevant factors pertaining to salary revision, the Committee decided in favour of a salary revision. It also considered " what form it should take, i.e. on what factors it should be based and whether it would be sufficient merely to apply graded percentage increases to suit the anticipated stable level of prices at about 60 to 80% of the pre-war level, as the 1944 Salaries Committee had recommended. In considering this question, the Committee reckoned that, though the cost of living was one of the important factors governing the fixation of salaries, it was not, by any means, the sole one. The Committee considered that such factors as the duties and responsibilities attached to a post, the qualifications prescribed for it, the age and method of recruitment to it and the prospects of promotion in it also merited consideration and finally, that the entire subject depended largely on the question of finance and the funds available for the payment of salaries. On a general examination of the existing scales with these facts in mind, the committee found that, even if the question of costs of living were, for the moment, to be left out of consideration, several of the existing scales were unsuitable from various points of view, mainly because piece meal revision of salaries made in the past by the Govt. on individual requests of certain assertive Heads of Departments had resulted in a good many anomalies and inequalities. The Committee therefore decided that the application of graded percentage increases would only result in the perpetuation of these anomalies and inequalties, and that each salary-scale should be revised on a denove examination of all the factors governing salary fixation. In considering the cost of living factor, the Committee took cognisance of the family - budgets of a new typical classes of employees, while it also dealt with the question of living -wage and

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and market value". The Chairman also discussed the issue with the Central Pay Commission at Delhi and brought its recommendations as far as practicable into line with those which the Central Pay Commission was likely to make, consistent with the financial recources of this Government.

This Government finally decided to accept the recommendations of the Cabinet Salaries Committee and it will be seen from the above that the Committee took into account all relevant factors pertaining to salary revision, and that in making its recommendations it was actually guided by the various principles referred to by the Hon. Member. The mover of the Resolution apparantly wants a non-official committee to do the work. The scales of pay sanctioned in G.O.No.78 Finance, dated 6-2-1947 are just settling down. Subsequently, the Government have revised the rates of dearness and cost of living allowance in the case of all Government servants in G.O.No.99 Finance dated 29-1-1948. They have also sanctioned the grant of house rent allowance to the non -gazetted Government servants getting a salary upto a maximum of Rs.150/- in G.O.No.732, Finance ,dated 26-7-1948.

In the circumstances explained, there seems to be no point in appointing another committee for the purposes. Ref also ~~remarks~~ Minutes of the Hon. Leader of the House on page 7 c 5 . The appointment of such a Committee willonly create exaggerated hopes in the minds of Government servants resulting in further agitation and clamour, which it is desirable to avoid. It may also be mentioned in this connection that on receipt of the report of the Central Pay Commission, the various recommendations were examined at length by this Govt., but it was finally decided that the scales of payof service under this Government having already been revised to suit local conditions and Provincial finances, nothing more could be done by way of revision of salaries.

[This resolution was given notice of by the same Hon. Member in October 1947. The note prepared in that connection is on pages 1-4 n.f. of G.O.No.75 Finance dated 22-1-1948. As the session of the Council was prorogued before the resolution came up for discussion, the resolution lapsed. The note on pp 1-2 above follows the note prepared in that connection with slight modifications.]

The case may be circulated to H.M. Fin. and H.Pr. if eventually the resolution succeeds in the ballot.

It has since been ascertained from Legislature Secretariat that the resolutions has since succeeded in the ballot and included in the Agenda for 18-11-1948. The case may therefore be circulated to H.M.(Finance)

H.M.(Finance) We shall oppose the motion.

B.G.R.
6-11-48

Hon. Pr. Yes. It should be opposed.

As the resolution has been included in the agenda for 18-11-1948, the case may now be circulated to H.M. Finance for use at the discussions in the Council.

H.M. Finance.. Non Official resolutions will be taken up only on Wednesdays in the Council. ~~My~~ May be sent to me on Tuesday.

B.G.R.
18-11-48.

Finance (FIII) Dept.

It is ascertained from the Legislature Secretariat that the resolution has since been withdrawn by the Hon. Member in preference to another resolution regarding the abolition of communal differentiation in admission to Educational Institutions and recruitment to Government services. The papers may for purposes of future reference be

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GOVERNMENT OF MADRAS.

Finance Department

G.O.No.Ms.1077, dated 23rd November 1948.

Abstract.

Legislative Council Resolution No.3 - Appointment of a Non-Official Commission for revision of pay etc., - Papers Recorded.

ORDER:-

RECORDED.

Sd X
Secretary to Government.

/ True copy/

Superintendent,
MADRAS RECORD OFFICE.

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